

THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C.

MINUTES OF THE REGULAR MEETING
OF THE FACULTY SENATE HELD ON
SEPTEMBER 14, 2001, IN THE SCHOOL
OF MEDIA AND PUBLIC AFFAIRS, ROOM 310

Vice President Lehman called the meeting to order at 2:15 p.m. At his request, the Senate observed a moment of silence for those affected by the terrorist attacks on the Pentagon and World Trade Center the morning of September 11th.

Present: President Trachtenberg, Vice President Lehman, Registrar Geyer, Parliamentarian Pagel; Deans Phillips, *Southby* Tong, and Williams; Professors Cawley, Divita, Duff, Gallo, Glascock, Griffith, Gupta, Haque, Harrington, Kennedy, Maggs, McAleavey, Mergen, Miller, Nagy, Robinson, Simon, Thornton, West, Wilmarth, and Yezer

Absent: Deans Folkerts, Futrell, Harding, ~~Southby~~, and Young; Professors Castleberry, Hoare, Johnston, Pelzman, and Zaghloul

TRIBUTE IN MEMORIAM

Professor Linda L. Gallo read "A Tribute to the Memory of Marie Mullaney Cassidy," Professor of Physiology, who passed away June 7, 2001. (The tribute prepared by Linda L. Gallo, Professor of Biochemistry and Molecular Biology, is attached and made a part of these minutes.)

APPROVAL OF THE MINUTES

The minutes of the Special Meeting of April 27th and the regular Senate meeting of May 4th, 2001, were approved as distributed.

Vice President Lehman asked for a motion to change the order of the Senate's agenda in order to consider the Update on the GW Health Plan as the next item of business. The motion was made, seconded, and passed.

UPDATE ON THE GW HEALTH PLAN

Vice President John F. Williams briefed the Senate on the Health Plan Board's decision to close the GW Health Plan, and outlined some of its history. He said the decision to close was not a precipitous one, but that this decision was made difficult by the fact that the GW Health Plan is one of the oldest

academic health plans in the United States, and, in fact, one of the last, if not the last, in the country.

Vice President Williams went on to say that the GW Hospital was sold to Universal Health Services in 1995. Since the Board of Trustees decided to exit the clinical delivery business, the Health Plan was also put on the market for sale. Although money offered to purchase the Health Plan was adequate, the provider agreements necessary to keep patients coming to GW Hospital and the Medical Faculty Associates (MFA) could not be obtained. Therefore, the sale did not take place.

About two and one half years later, he continued, the University again decided to seek a buyer or partner for the Health Plan. An investment banking firm from New York was retained to put the Plan on the market nationally and locally, but that effort to sell the Plan was also unsuccessful, this time due in large part to changing market forces. By this time, he said, all of the smaller health plans in the market had begun to close because they were not sustainable, and mergers and acquisitions were also taking place at a rapid pace.

Vice President Williams explained that GW's Health Plan, with 77,000 members, was also very underpriced in the marketplace. To have kept the Health Plan operating this year would have required premium increases of about 50% just to get the Plan to market rate. Against the background of a \$10 million loss three years ago, a \$5 million loss two years ago, and a \$5 million profit last year, and despite the retention of a very professional team to turn the health plan around (which it did) the Health Plan, with only 77,000 members, could not maintain the network of providers necessary. The three biggest partners, he said, Children's Hospital, GW University Hospital, and the Medical Faculty Associates, were looking at double digit increases in premiums, which were totally appropriate, but the Plan could not afford these increases.

Given this set of circumstances, Vice President Williams said that the Board of the Health Plan examined its options and decided to pursue an orderly wind-down over 6 to 8 months, while the Plan was still healthy. The Board decided this would be the best alternative to the possible risk that the Plan could lose from \$10 to \$50 million in a year's time, which is a potential outcome for many health plans.

Professor Yezer asked Vice President Williams if he anticipated any fiscal implications for the University in the wind-down. Vice President Williams said the Plan had budgeted what is believed to be an adequate amount of cash. Professor Gupta asked what the potential medical care alternatives were for the Health Plan's present members. Vice President Williams replied that the University is currently talking to all of the major health plan providers, and that there would be at least one plan offered, and possibly another, in addition to Care-First which is already an option for University employees. Professor Duff asked what the possible effect on the Hospital and the Medical School would be. Vice President Williams responded that it was thought there would be some effect, particularly on the MFA, perhaps a small loss. But because a new hospital will be coming on line, and the MFA and the Hospital have been able to write some excellent contracts with other health providers in the area, he said that most of the patients seen in the Ambulatory Care Center Building will be able to retain existing relationships with their doctors through other health plans.

Professor Griffith asked if the status of the MFA relative to the rest of the University could be clarified. We had been told that it had been spun off as a separate corporation, he added, but it was not clear how the status of the medical faculty related to that.

Vice President Williams replied that the MFA is a separate 501(C)3 Corporation, as was the Health Plan. All MFA faculty members who meet academic criteria hold full academic appointments, not as adjunct or clinical professors, but as assistant, associate, and full professors at the University, with all the rights and privileges appertaining thereto. For financial reasons, he continued, the MFA is a separate organization, but MFA members still make up the Medical Faculty Senate and sit on all committees, including the Appointment, Promotion and Tenure Committee, and Dean's Search Committees.

Professor Griffith followed up his question by asking if newly-hired members of the Medical School were required to participate in the MFA, or if participation was optional. One of the problems Professor Griffith noted was heavy demands on the faculty for clinical service making research more difficult. Vice President Williams replied that almost everyone hired in the MFA has arrived with enough academic credentials to obtain a full faculty appointment. However, recognizing that there might be some areas where the MFA desires clinical work, and not necessarily teaching and research, there is

a second track where employees can be hired without a faculty appointment, solely to perform clinical work. Professor Griffith then asked if it were possible for someone to be on the medical faculty and not be a member of the MFA. Both Vice President Williams and Professor Simon answered in the affirmative, with Professor Simon offering the further clarification that, in general, if one were to see patients, one would have to join the MFA, and that those who didn't were not expected to see patients.

Professor Kennedy asked why the Health Plan was to be terminated if it had made a profit last year. Vice President Williams said it was thought that the profit would be unsustainable with only 77,000 members. For purposes of comparison, he said that Care-First has 1.5 million members, MAMSI a million, and Kaiser 750,000 members. Professor Gupta asked if health care premiums would increase in the coming year for University faculty and staff, and Vice President Williams responded that premiums would certainly increase, not up to 50% but possibly as much as 20%.

RESOLUTIONS

I. RESOLUTION 01/1 "A RESOLUTION TO AMEND THE CODE OF ACADEMIC INTEGRITY"

On behalf of the Joint Committee of Faculty and Students, Professor McAleavey, Faculty Co-Chair, moved the adoption of Resolution 01/1, and the motion was seconded. He pointed out that a rationale for the proposed changes was included with Resolution 01/1. Professor McAleavey told the Senate that most of the modifications proposed in the Resolution were a fine-tuning of the Code's provisions. The first, he said, was an extended jurisdiction of the Code to include part-time students taking at least 3 hours currently. This was offered because, for some reason, the current Code of Academic Integrity was written to exclude all but full-time students. Most of the other changes, he added, were primarily focused around the question of what happens to the notation of academic dishonesty and the record of those notations at the point where the University had decided that the punishment of students found guilty of academic dishonesty should terminate. The clarifications proposed by the Joint Committee of Faculty and Students, with which the Student Association concurred, pertain to the removal of miscellaneous records, files, letters and other documents kept by the academic integrity officer when a sanction for academic dishonesty was initially imposed.

Professor Duff asked if any thought had been given to the retrieval of documents retained by departments in such cases. Professor McAleavey responded that the Code explicitly provides that departments, schools or colleges that wish to retain such records are permitted to do so. He then read from the rationale the following explanation:

Note, however, that the final sentence of this paragraph—which we (the Joint Committee) do not recommend altering—permits “any program, department, college or school of the University to retain “records of violations” and to report “violations as required by their professional standards.”

Thus, he concluded, there is no compulsion for departments to destroy records they feel the need to retain.

Professor Griffith asked if the changes proposed in the Code were being produced by the pressure of litigation, or legal interventions, and he also asked for a clarification of the phrase “professional standards.” Professor McAleavey replied that the changes were primarily motivated by faculty feedback, chiefly instances where faculty were reluctant to participate in academic integrity cases when they felt the result would be the perpetual punishment of a student.

Professor Kennedy asked if a faculty member had the right or option not to bring charges of academic dishonesty against a student, and Professors McAleavey and Griffith both pointed out that the Code provides that it is the “moral responsibility, but not the sanctioned obligation, of each member of the University community” . . . to report cases of academic dishonesty.

Discussion followed by Professor McAleavey and Ms. Rhoda Fischer, Special Assistant to the President, concerning what constitutes a student’s permanent record. Professor Wilmarth pointed out that in the Law School, which operates under its own Academic Integrity Policy, once a student is found guilty of academic dishonesty, there is no provision for removing that notation from a student’s transcript, and he expressed concern about the propriety of a policy effectively erasing such notations from the permanent record.

Professor Yezer said he thought the Resolution implicitly treated the term “permanent record” as synonymous with “transcript,” and that if these records were not the same thing, he said he thought the proposed changes needed to

be reconsidered. Professor McAleavey reiterated that the policy of the University now is to expunge the records of undergraduates.

President Trachtenberg said that he thought it was possible to distinguish the Medical School and the Law School from the undergraduate experience, and that if the University were asked if an undergraduate had committed academic dishonesty, he would think that the answer would have to be simply that the University kept no permanent records of such incidents. Professor Nagy expressed agreement with the President's statement, saying he was not in favor of imposing harsher standards on students than were imposed on adult professionals.

Professor Gupta inquired about the possible retention of files by faculty, and whether or not faculty were obliged to expunge their files and, if possible, any memory of incidents of academic dishonesty. Professor McAleavey pointed out that, presumably, a faculty member would know when an expungement of records was going to occur, as that was part of the original agreement or sanction in a case. Discussion followed by Professors Gupta, Gallo, McAleavey, Griffith, Wilmarth, Glascock, the President, and Ms. Fischer concerning proportionality of sanctions, records retention and possible faculty liability.

Following this discussion, Professor Griffith moved that the words "individual faculty member" be inserted in Section 5 (e), so the phrase would read "this provision shall not prohibit any individual faculty member, program, department, college or school of the University "to retain records of violations" and to report "violations as required by their professional standards." The motion was seconded. Discussion followed, with Professor Glascock expressing reservations about hasty consideration of the amendment, and Professor Duff expressing reservations about the phrase "as required by their professional standards." Professor McAleavey proposed a friendly amendment to insert the words, or permitted after the word "required" in the phrase. Professor Wilmarth also proposed a friendly amendment to insert the words "ethics and" before the word "standards." Professor McAleavey accepted this as a friendly amendment, and advised that the new language would be incorporated as a new Sixth Resolving Clause in Resolution 01/1. The question was called on the amendments, and the amendments passed.

Further discussion on Resolution 01/1 followed by Professors Griffith, Robinson, Vice President Lehman, and the President. Professor Gupta

suggested that the Resolution be referred back to Committee, inasmuch as many changes had been made, and he moved to table Resolution 01/1. The motion was seconded, the question was called, and the motion to table passed. (Resolution 01/1, as amended and tabled, is attached to these minutes.)

II. RESOLUTION (01/2) "A RESOLUTION ON THE FACULTY STATEMENT CONCERNING STUDENTS WITH DISABILITIES"

On behalf of the Educational Policy Committee, Professor Duff, Chair, moved the adoption of Resolution 01/2, and the motion was seconded. He said that he thought the Resolution really had three parts. The first states what the law is, and acknowledges that the University recognizes it. The second states what the students' responsibility is with regard to disclosing and reporting disabilities to the appropriate office, particularly Disabled Student Services. The third part is a statement that faculty recognize provisions of the law, and most importantly, are willing to provide reasonable accommodation where appropriate. The Resolution, he concluded, was put together in close cooperation with the Dean of Students' Office and Disabled Student Services.

Professor Robinson noted that part of the Faculty Statement dealt with faculty responsibilities, and in that connection asked about the inclusion of university-sponsored extracurricular activities in it. She also asked if it was really feasible for the faculty to be responsible for providing full opportunity for extracurricular activities when the Resolution was chiefly concerned with classroom and academic concerns. Professor Duff replied that he understood that that language had been supplied by Disabled Student Services. He added that the text of the Resolution had been sent to University Counsel's office, and they had approved it. Professor Robinson told the Senate the issue had been raised in the Executive Committee, and that University Counsel was to be asked for a clarification, and Professor Robinson then asked Vice President Lehman if Counsel had responded as yet. Vice President Lehman said the question had been posed, but not yet answered.

Professor McAleavey asked what the impetus for the Resolution was. Vice President Lehman responded, saying his office felt this was important because there is, unfortunately, a subset of faculty who refuse to accommodate disabled students, and there is also a subset of students who do not notify of disabilities until after the fact. Therefore, he felt it was time to remind everyone of their responsibilities in this regard.

Professor Wilmarth noted that faculty members need to understand that they are not the ones charged with the responsibility of determining what

accommodation for disabilities is reasonable. That determination, he said, is to be worked out in consultation with Disabled Student Services, letting them make the judgment as to what is reasonable.

Professor Gupta moved that the parenthetical phrase "including University sponsored extracurricular activities" in the Faculty Statement portion of the Resolution be deleted. Professor Duff said he did not object, and the motion was seconded.

Professor Miller spoke in opposition to the amendment, saying he thought the phrase should remain as a means of expressing the desire to have some protection for people who want to participate in extracurricular activities. Professor West said that since she taught Special Education, she would like to commend the Educational Policy Committee; the resolution was excellent, she thought, and she was glad to see it come before the Senate. She added that the University had recently established a National Clearinghouse on Post-Secondary Education for Individuals with Disabilities, so it would be a shame to see the Resolution defeated as the new Clearinghouse would render the University something of a model for other universities. She said she thought that rather than focus on the deleted phrase, the Senate should focus on the "reasonable accommodation" language, as this is what the law requires.

Professor Yezer said he thought the deleted phrase was really redundant, and therefore he supported the amendment. The question was called on the Gupta amendment, and the motion passed. The question was then called on the original motion, as amended, and the motion passed. (Resolution 01/2 as amended, is attached to these minutes.)

INTRODUCTION OF RESOLUTIONS

No resolutions were introduced.

UPDATE ON THE COLLEGE OF PROFESSIONAL STUDIES

Vice President Lehman informed the Senate that the College of Professional Studies (CPS) had, in effect, been formed. A properly constituted Dean's Search Committee chose Mr. Roger Whitaker to serve as the new Dean of the College, and he was now in the process of forming a Dean's Council. As provided in the CPS Task Force Plan, members of the Dean's Council would be elected from each participating school. He added that today, September 14,

was the deadline for schools to submit these names, and said that he had two names, and was waiting for four more. After the elected representatives are in place, Dean Whitaker will choose three department chairs from participating schools, and three contract, non-tenure line faculty from participating schools, and they will constitute the Dean's Council. A subset of the Dean's Council will serve as a Search Committee for two Associate Deans in the CPS. Another task will be to write Bylaws for CPS following the information already in the Task Force Report. Vice President Lehman also advised that on August 1, what was called "GW Learning Solutions" had been re-named "GW Solutions" because GWLS is also the abbreviation for the GW Law School. This for-profit company was launched on August 2 and people were transferred from the existing center for professional development along with subsidiary pieces of the non-credit operation. There has been more activity in the University non-credit programs than ever, he said, so the enterprise is off to a good start. Dean Whitaker is also the Chief Executive Officer and Manager, and Director of GW Solutions, and he has hired a Chief Operating Officer and a Chief Financial Officer, the two key people who run the operation on a daily basis. GW Solutions, he said, has a very large responsibility of forming business-to-business partnerships and alliances, and it is working very hard to create synergy in that particular enterprise. In conclusion, Vice President Lehman said he would have more to report as the enterprise continued, but that he just wanted to update the Senate on where matters stood now.

Professor Wilmarth asked, as Chair of the Professional Ethics and Academic Freedom Committee, if Vice President Lehman could determine when amendments to the Faculty Code made necessary by the establishment of the CPS would be forthcoming. Vice President Lehman said that he hoped that would happen by the end of October at the latest, and that the CPS is examining models of other schools' Bylaws in this effort. Professor Griffith asked if budgetary details of the CPS and GW Solutions would be presented to the Fiscal Planning and Budgeting Committee, and whether or not the budget was already part of the budget submitted to the Board of Trustees in May, or if the budget was still in formation. Vice President Lehman said that the budget for GW Solutions had already been worked out based on money that already existed and service agreements had been created to maintain certain services, such as GW TV. He said he would be glad to discuss this with the FP&B Committee.

RESPONSE OF THE ADMINISTRATION TO SENATE RESOLUTIONS-2000-01 SESSION

Professor McAleavey asked about Resolution 99/3 from the Joint Committee of Faculty and Students, with which the administration agreed,

and he asked why the language of the Code of Student Conduct regarding race and sexual assault referenced in the document had not been changed this year in the Guide to Student Rights and Responsibilities. He added that he had heard the language had been forwarded to counsel. President Trachtenberg said he did not know why the change had not been made, and suggested that Professor McAleavey ask the Dean of Students about it again.

Professor Griffith inquired about Resolution 00/5 since the administration's response indicated that the Resolution seemed to be based on a misperception of what took place. Vice President Lehman said the misperception language was used because no modifications to the Senate submission to the Board of Trustees were made. The General Counsel's Office prepared material that was submitted, accompanying the Resolution as it went forward, explaining what the position of the administration was on particular issues. The Resolution, he said, implies that the administration actually modified the Senate's submission; there was additional material with the submission, but no changes were made. Professor Robinson then agreed to place this item on the agenda for the next Executive Committee meeting.

Professor Wilmarth asked if the President could advise the Senate on where the Sexual Harassment Policy stood. President Trachtenberg noted that the University has an Interim Sexual Harassment Policy which, although less perfect than everyone might prefer, seems to have served the University adequately since its implementation. Therefore, he said, he was prepared to wait for the faculty to advise him on how they would like him to proceed.

GENERAL BUSINESS

I. REPORT OF THE EXECUTIVE COMMITTEE

The Report of the Executive Committee is enclosed.

II. ANNUAL REPORTS OF SENATE COMMITTEES

Annual Reports of the Appointment, Salary, and Promotions Policy and the Fiscal Planning and Budgeting Committees were received. (Reports attached.)

BRIEF STATEMENTS (AND QUESTIONS)

President Trachtenberg welcomed faculty members back for the new academic year, and reported that the University has many more new

undergraduates than last year , and that the quality of recruits was high. He added that he had hosted a social function for new faculty at his home the night before and was delighted that over 50 attended.

Professor Nagy asked if the Executive Committee had considered his remarks about sweatshop labor made at a previous meeting, and he added he had read material posted on the University website and could not imagine how guarantees that GW did not tolerate sweatshop conditions were believable, and, in fact, they were indefensible in his opinion. He said it disturbed him greatly and he found representations that sweatshop labor is not employed did not seem to be on the level and were misleading. He then said he would like to submit a detailed statement on the subject and request a response to that from the administration.

Professor Robinson responded that the Executive Committee had carefully considered his remarks and had verified that a great deal of information on the issue had been made freely available on the Trademark website. President Trachtenberg added that, since the University has made it clear that it opposes sweatshop labor, it would be helpful if Professor Nagy could submit a detailed statement demonstrating that the Bookstore's representations were not true. Given the large volume of information put forward on the website, the President said, it would be helpful to have specific information that information about Bookstore suppliers is false. Professor Nagy then asked when the information about suppliers had been posted, and the President said it had been on the website for some time. Professor Nagy expressed satisfaction that this information had been made available, since he was unaware of it, and he was given the URL to access the information.

Vice President Lehman introduced the University's new Registrar, Dennis L. Geyer, who came to GW this year from the State University of New York at Stonybrook.

Professor Nagy said he was very distressed about what he termed "locking down" the University during the IMF/World Bank meetings later in the month. He said he thought it obvious that the University did not want to make a mistake, but he thought that it would have been helpful to have a dialogue about the proposed closing, particularly with D.C. Police Chief Ramsey, over his belief that 100,000 protesters would be present and demonstrating. President Trachtenberg reviewed reasons for the University's decision to close and added that he has no way to refute the assertions of the Mayor and Police Chief as to the number of protesters, nor did he have a say in closure of the Foggy Bottom Metro station during the meetings. The chief concern, he said,

has to be the safety of our students, and avoiding putting the University at risk. He added that the Police Chief had asked for the use of Lisner Auditorium in connection with the program of the meetings, and this request was refused. Professor Nagy said that he thought that the procedure used in deciding to close the University was chilling to democracy, and added that he hoped in the future there would be an opportunity for a public forum with Police Chief Ramsey.

Professor Gupta asked if the IMF/World Bank cancelled or postponed their meetings in September, the University would then still be closed. President Trachtenberg replied that the University would be closed, but whether or not the residence halls would also be closed was not yet resolved. The President then described measures taken by the University to aid students if they were required to move temporarily out of the residence halls, including interest free loans, free hotel rooms, and the chartering of buses to deliver students to several U.S. cities. Professor Griffith pointed out that National Airport may not re-open, and the President reiterated that the situation was ongoing, and that student safety was uppermost in his mind.

Professor McAleavey inquired about the cost of closing the University, and asked if the D.C. government would be asked for reimbursement. The President replied that it would cost about one-half million dollars, but the prospects of reimbursement from the District were slim.

Professor Nagy reiterated his preference for democracy and public dialogue. Professor Gallo said she thought that President had done the wise thing and the only thing that could be done, just as he would have done if seven feet of snow had fallen.


Professor McAleavey said that he had talked to a large number of students who he said were critical about the central University administration's response to the events of September 11th. He added that the students felt there was no guidance from the administration about what they should do, and no instructions were given them on Tuesday morning. President Trachtenberg said that he perceived little or no discontent. But one can always do better. However, he added, of real concern was the possibility of racial or other antagonisms arising out of the terrorist attacks. He also said he thought the University had made good use of the Internet the past week. Professor McAleavey said that he hoped that the administration would re-visit the events of Tuesday morning and examine its response carefully.

Professor Nagy said that he was glad that the President had raised the issue of antagonisms, and President Trachtenberg said he was happy to say he saw no evidence of the issue surfacing at G.W.

Professor Yezer echoed Professor McAleavey's comments, saying that parties outside the University had been alerted and evacuated before the University community was on the morning of September 11, and he said he wondered what the University could do better in the event of another emergency. He also asked if the University was considering an institutional response to the terrorist attacks, such as creating a scholarship fund for victims, or something similar. The President answered by saying that the University was already working to craft a suitable institutional response, which might very well take the form of a scholarship fund. Lastly, Professor Yezer noted with sadness that Bryan C. Jack, a fellow economist who had taught the Economics of Defense at GW, was a passenger on American Airlines Flight 77, the plane that crashed into the Pentagon at the hands of terrorists, on September 11th.

ADJOURNMENT

Upon motion made and seconded, the meeting was adjourned by President Trachtenberg at 4:40 p.m.


Dennis L. Geyer
Secretary

A TRIBUTE TO THE MEMORY OF MARIE MULLANEY CASSIDY

It is with deep sorrow that the George Washington University makes record of the untimely death on June 7, 2001 of Marie Mullaney Cassidy after a brief illness.

A native of Dublin, Ireland, Professor Cassidy received her B.S., M.S., and Ph.D. degrees in biochemistry and an honorary D.Sc. from the National University of Ireland. One of our longest serving faculty members, Dr. Cassidy joined the George Washington University as a visiting professor in the Department of Physiology (now Physiology and Experimental Medicine) in 1963. She soon joined the ranks of the regular faculty and was granted tenure in 1967.

Dr. Cassidy was a respected researcher in the field of nutrition with more than 200 publications. She was a valued teacher, mentor, and friend to students. The doors of her office and home were always open. With gourmet cooking as a hobby, Dr. Cassidy frequently rewarded faculty and students with her culinary delights.

A member of the University Faculty Senate for four years, she chaired the Committee on Administrative Matters as They Affect the Faculty and was a member of the Executive Committee for three years. Similarly, Dr. Cassidy served on the Medical Center Faculty Senate and its committees and made significant administrative contributions to her department.

An authority on health policy-related issues for women and an active advocate of equal rights for women in general, Dr. Cassidy was a founding member of the University's Women's Studies Program.

Dr. Cassidy was a skilled teacher, a recognized researcher, a competent leader, and a valued friend. Her students, colleagues, and friends will miss her greatly.

Be it resolved that these remarks be incorporated in the minutes of the Senate, and a copy sent to Professor Cassidy's beloved children and grandchildren.

Linda L. Gallo
Professor of Biochemistry and
Molecular Biology
Member of the Senate

September 14, 2001

A RESOLUTION TO AMEND THE CODE OF ACADEMIC INTEGRITY (01/1)

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty Senate adopt the following amendments to the Code of Academic integrity recommended by the Joint Committee of Faculty and Students (see attached rationale):

- (1) In Article III. 3(b)1: replace the phrase "full-time students" with "students registered for at least three credit hours"; and
- (2) In Article III. 5(e): replace "All sanctions except failure of the assignment in question" with "Sanctions of failure of the course, suspension, or expulsion"; and
- (3) In Article III. 5(e): insert the phrase "and official transcripts of it" following the phrase "permanent record" in the first sentence; and
- (4) In Article III. 5(e): insert the word "permanent" before the word "record" in the second and third sentences of this paragraph; and
- (5) In Article III. 5(e): insert the following sentences before the final sentence of the paragraph: "In cases when the notation of 'Academic Dishonesty' has been removed from a student's permanent record, all miscellaneous files, memoranda, letters, and the like pertinent to the case and available to the Academic Integrity Officer are to be destroyed. All similar records pertinent to the case of a student whose only punishment has been failure of an assignment shall also be destroyed upon the student's graduation, or after one year of the student's termination of study at the University, whichever comes first."
- (6) In Article III. 5(e): in the last sentence of the indented paragraph, insert the words "individual faculty member" before the words "program, department, college or school of the University" and insert the words "or permitted by their professional ethics and standards" after the words "and to report violations as required."

AND BE IT FURTHER RESOLVED THAT the administration be reminded of its responsibility, as stated in Article IV. 2(a), to make annual reports to a number of committees, including the Joint Committee of Faculty and Students, the Board of Trustees Academic Affairs Committee, and the Faculty Senate Educational Policy Committee, regarding the work of the Academic Integrity Council.

Joint Committee of Faculty and Students
March 30, 2001

Tabled, as amended, September 14, 2001

RATIONALE FOR THE AMENDMENTS TO THE CODE OF ACADEMIC INTEGRITY AS RECOMMENDED BY THE JOINT COMMITTEE OF FACULTY AND STUDENTS

1. Article III, 3(b)1: replace the phrase "full-time students" with "students registered for at least three credit hours."

This amendment would allow part-time degree candidates to be eligible for inclusion on the Academic Integrity Council. The revised criterion statement would read: "1) must be students registered for at least three credit hours in a degree-granting program of the School which they are representing." The Joint Committee and the University's Academic Integrity Officer have not found a convincing justification for continuing to keep part-time students from participating, if they wish to. Some part-time graduate students have sought to become members of the Academic Integrity Council, and their service would have been welcomed, had they been eligible. On the other hand, students on leave of absence or Continuous Registration status should not serve.

2. Article III, 5(e): replace "All sanctions except failure of the assignment in question" with "Sanctions of failure of the course, suspension, or expulsion."

This change removes any ambiguity as to which sanctions will trigger the placement of the notation of Academic Dishonesty on the permanent record. The altered sentence would read: "Sanctions of failure of the course, suspension, or expulsion shall be marked on the respondent's permanent record with the phrase 'Academic Dishonesty.'"

3. Article III, 5(e): insert the phrase "and official transcripts of it" following the phrase "permanent record" in the first sentence.

At present, the referent for "permanent record" may seem unclear; we believe the intention of the Code has always been to identify the official record of courses taken and credits, grades, and degrees earned (which, when printed out, is commonly known as the transcript), as opposed to miscellaneous files, memoranda, letters, and the like, as the permanent record of the student. Emphasizing the identity between the contents of the permanent record and the contents of official transcripts will clarify the precise nature of whatever punishment the University imposes on those who have been found guilty of an infraction of the Code of Academic Integrity. The altered sentence (already altered in the previously proposed revision) would read (addition underlined): "Sanctions of failure of the course, suspension, or expulsion shall be marked on the respondent's permanent record and official transcripts of it with the phrase 'Academic Dishonesty.'"

4. Article III, 5(e): insert the word "permanent" before "record" in the second and third sentences of this paragraph.

Again, the goal is to leave no doubt as to the intended location of notations imposing sanctions against those found guilty. The altered sentences would read: "In the case of failure of the course, the notation shall remain on the permanent record of the respondent for a minimum of two years. In the case of suspension or expulsion, the notation shall remain on the permanent record of the respondent for a minimum of three years."

5. Article III, 5(e): Insert the following sentences before the final sentence of the paragraph: "In cases when the notation of 'Academic Dishonesty' has been removed from a student's permanent record, all miscellaneous files, memoranda, letters, and the like pertinent to the case and available to the Academic Integrity Officer are to be destroyed. All similar records pertinent to the case of a student whose only punishment has been failure of an assignment shall also be destroyed upon the student's graduation, or after one year of the student's termination of study at the University, whichever comes first."

The Code of Academic Integrity obviously envisions sanctions placed on students' permanent records for limited periods; to avoid extending those sanctions indefinitely, it is necessary to provide a mechanism for the removal of non-permanent documents which now continue to incriminate students beyond the scope of what the Code intends. The notion behind this amendment is that once there are no longer any records of a violation, the Academic Integrity Officer will have nothing to report when asked about the existence of such records by individuals or organizations permitted by students or by law to make such inquiries. It is our contention that the Code of Academic Integrity intends to limit temporally the punishment inflicted on students; therefore, to comply with our policy we must ensure **that punishment is limited. Note, however, that the final sentence of this paragraph -- which we do not recommend altering -- permits "any individual faculty member, program, department, college or school of the University" to retain "records of violations" and to report "violations as required or permitted by their professional ethics and standards."**

And be it further resolved, that the Administration be reminded of its responsibility, as stated in Article IV, to make annual reports to a number of committees, including the Joint Committee of Faculty and Students, the Board of Trustees Academic Affairs Committee, and the Faculty Senate Educational Policy Committee, regarding the work of the Academic Integrity Council.

The Joint Committee plans to use the annual occasion of these reports to release information about violations of the Code of Academic Integrity to such campus media as *By George!* and *The GW Hatcher*, in the belief that informing the faculty and the student body about the nature and number of infractions, and the sanctions applied, would heighten awareness of the usefulness of the Code as a way of strengthening our collective integrity.

Adopted by the Joint Committee of Faculty and Students, March 30, 2001

Tabled, as amended, September 14, 2001, by the Faculty Senate

A RESOLUTION ON THE
FACULTY STATEMENT CONCERNING STUDENTS WITH DISABILITIES (01/2)

WHEREAS, the Rehabilitation Act of 1973, section 504 mandates that:

No otherwise qualified individual with disabilities in the United States ... shall, solely by reason of his/her disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance; and

WHEREAS, the Americans with Disabilities Act of 1990 extends this mandate to include all facilities and activities of organizations receiving federal financial assistance; and

WHEREAS, the Faculty of the George Washington University recognizes that (1) the university is subject to the foregoing requirements of federal law, and (2) providing reasonable accommodation to students with disabilities is a responsibility to be shared among faculty, administration, and students;

NOW THEREFORE BE IT RESOLVED BY THE FACULTY SENATE OF THE
GEORGE WASHINGTON UNIVERSITY THAT:

The Faculty Senate endorse the Faculty Statement Concerning Students with Disabilities as recommended by the Educational Policy Committee.

Committee on Educational Policy
May 31, 2001

Adopted, as amended, September 14, 2001

Faculty Statement Concerning Students With Disabilities

Section 504 of the Rehabilitation Act of 1973 provides that:

No otherwise qualified individual with disabilities in the United States ... shall, solely by reason of his/her disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.

The Americans with Disabilities Act of 1990 (ADA) upholds and extends the compliance mandates set forth in Section 504 of the Rehabilitation Act of 1973 to include the whole of the institution's activities including facilities, programs, and employment. Consistent with its obligations under applicable law and in accordance with University policies and procedures, The George Washington University will provide or arrange for reasonable accommodations to a qualified student with a disability in order to afford him/her an equal opportunity to participate in the institution's programs, activities, and services ~~(including University-sponsored extracurricular activities)~~. The George Washington University recognizes that it may not unlawfully discriminate against an individual on the basis of disability.

A student who believes that he or she has a disability that requires a reasonable accommodation should self-identify with the University's Office of Disability Support Services (DSS). To ensure the provision of reasonable and appropriate services, a student must present current and comprehensive documentation of a disability to DSS.

The faculty recognizes that the implementation of the applicable laws and University policies and procedures relating to students with disabilities is a responsibility to be shared among faculty, administrators, and students. As a result, the faculty of The George Washington University is committed to providing individuals with disabilities the opportunity to participate fully in the intellectual life of the university. It is incumbent on the student, however, to provide the professor in appropriate cases with a letter from Disability Support Services certifying that he/she has a disability and recommending reasonable accommodations. The faculty will then work together with the student and the DSS when appropriate to provide a reasonable accommodation. Faculty are encouraged to contact DSS if they have any questions regarding their obligations under the disability laws and/or University policy in general or in any specific case.

FINAL REPORT: September 4, 2001.

APPOINTMENTS, SALARIES & PROMOTION POLICY

COMMITTEE, Faculty Senate, The George Washington University

Academic Year, 2000-2001, Prof. Robert Park, Chair

Introduction

This report is divided into two sections. The first section, **Process and Organization**, reviews the jurisdiction, on-going committee activities and liaisons maintained by the committee. It is provided as an orientation to new committee members and explains the breakdown of the committee's work, reports, and planning. Specific recommendations as to who does what are included. The second section, **Specific Items Addressed by the ASPP Committee in 2000-2001**, completes the reports made to the Faculty Senate over the 2000-2001 years. Two general summary reports were made, one in the fall and one in mid-spring. In addition, particular reports, recommendations and comments on specific Senate agenda items or university administration initiatives were made from time to time throughout the year.¹

Process and Organization:

The Appointments, Salaries & Promotion Policy Committee (ASPP) met seven times during the 2000-2001 academic year. These meetings were supplemented by subcommittee work throughout the year, and by participation on the administration's Benefits Review Committee of five members of the ASPP Committee throughout the year. The ASPP Committee works closely with the Vice President for Academic Affairs, Don Lehman, and with the Associate Vice President for Human Resources, Susan Kaplan, both in terms of providing those officers with faculty perspectives and in terms of recommendations and evaluations on the initiatives of those officers. The ASPP Committee's contributions in such consultations derive largely from its providing those officers with information; institutional history; comparative information from "market basket" and other universities; and the ASPP members' personal experience and judgment.

* ASPP Meetings: The Committee meets monthly with a membership of 18 official members. The meetings are open and visitors sometimes attend, to observe or to advocate particular policies or agenda items. Special invitations to interested faculty or staff factions to attend to provide background information, e.g., in 2000-2001 the committee was assisted by the advice and consultation of advocates for the extension of partner benefits to gay and lesbian employees. Committee attendance is normally 10 to 12.

¹ Please see the Faculty Senate minutes, including special meetings for discussions of particular Reports and Recommendations.

* Liaison with Executive Committee for 2000-2001 was the chair of the Executive Committee, John Boswell. For the year 2001-2001 it will be Prof. Lynda West. It is important for this liaison function that the Executive Committee member have prior experience with the committee. Prof. West has been a member of the Committee for a number of years, and has kept the minutes for several years, assuring a reliable and insightful institutional memory.

* Place of meeting: This varies. This year it was Gelman Library, through the courtesy of Jack Siggins, Univerity Librarian, and of Andrea Stewart, Director, Gelman Library Administration. Andrea has kindly provided coffee. For several years the ASPP chair has provided donuts and/or cookies or bagels (Enough for about 12 people, with left over cookies, etc. going to library staff.)

* Minutes: In 2000-2001, Andrea and Lynda West have both kindly taken minutes of the meetings in the past, but may prefer not to do so next year. I would suggest Miriam or Peter, if Andrea and/or Lynda cannot.

* Time required: Meetings have been one and a half hours. It is important to end them on time, since all the members of this committee are busy and must schedule their time predictably. The meetings were called at 8:30am for the last two years, facilitating attendance by the Vice Presidents and some faculty, but imposing a real inconvenience on some. This schedule is normally arranged by common agreement at the first meeting of the year, but it is impossible to schedule a regular time that all can attend.

* Corollary duties of the chair: a) Close coordination with needs and priorities of Don Lehman, VP for Academic Affairs; b) Similarly, close coordination with Assoc. VP for Human Resources, Susan Kaplan; c) coordination with chair of Exec Comm, formerly Prof. John Boswell, Prof. Lilien Robinson for 2001-2002, when ASPP issues are before Senate; and d) coordination with relevant Faculty Senate committees, particularly the Fiscal Policy and Professional Ethics Committees (we included these committees on our e-mail distribution list for the agenda). Other committees with which ASPP has worked closely in the past include Educational Policy, Faculty Development and Research committees; and, of course, the Benefits Review Committee, as noted below. e) serving on Benefits Review Committee (BRC), an administration committee, which deals with a variety of personnel issues. Five members of the ASPP Committee served on the BRC Committee in 2000-2001. f) Interim report of Committee's work to Faculty Senate in January or February. This is normally a summary of items accomplished and of pending issues or projects. g) Final report of Committee's work to Faculty Senate.

* Monthly time required of chair, on average: a) Meeting, 2 hrs; b) Prep for meeting, 3 hrs; c) BRC meeting, 1 hr (does not meet every month, so this is an average) plus 1 hr prep (avg) when there are special materials or reports to review or subcommittee meetings; and d) misc. phone, corresp, reports, coord with subcommittees, etc., 3 hrs/mo. = total est'd 10 hrs/month.

* Persons of special service who should be recognized for their contributions in 2000-2001 included Executive Committee Chair John Boswell, Vice President Don Lehman, Associate Vice President Susan Kaplan, Emeriti Professors Arthur Kirsch and Peter Hill, Librarian Andrea Stewart, and Professors Phil Wirtz, Harry Yeide, Lynda West, Greg Ludlow and Miriam Galston.

* Organizational issues: It is worth noting particularly that this committee, like some other Senate and administration committees, tends to rely too heavily upon senior (but not yet superannuated, I think) faculty and emeriti. Looking to the future will require chairs to attempt to recruit, orient and utilize younger faculty/ This is very important to continuing the

strong tradition of shared governance that has characterized GWU and its Faculty Senate in the past.

Specific Items Addressed by the ASPP Committee in 2000-2001:

- 1) Inquiry into difficulties experienced by faculty member in moving funds from TIAA/CREF account to alternative investment account. a) Delay in accomplishing move. b) Unresponsiveness of TIAA/CREF to complaints and inquiries.
- 2) Inquiry into university's response to the deterioration of GWUHP's financial situation, as reported in the Washington Post, Dec. 5, 2000, and a summary report of why the university is confident that there will be an uninterrupted continuity of full services to GWU faculty/staff who are GWUHP subscribers. Shortly before the beginning of the 2001-2002 academic year it was announced that GWUHP was going to discontinue operations. The Administration has begun planning to assure continuity of coverage for employees and a range of plan choices. A September meeting of the BRC Committee will address this issue. Review of the recommendations and comments by ASPP is anticipated.
- 3) Report by Assistant Vice President Susan Kaplan in response to faculty/staff concerns raised by the Dec. 5 Washington Post article on the GWUHP financial situation as to whether the university had afforded sufficient information, particularly sufficiently timely information, in regard to the GWUHP situation. Concern was also expressed as to whether there was a timely reporting to faculty and staff. Susan Kaplan reported on what the university procedure is for reacting to and investigating such issues. She explained for the ASPP committee how her office works with the Human Resources staff and with the Treasurer's office; the composition and use of the Benefits Review Committee; and how the administration decides what background information should be distributed at open-enrollment and/or during the year in regard to the companies offering various packages of services.
- 4) The Committee was reassured that the newspaper report that GWUHP had not submitted all of the financial information made available by its competitors was found to be mistaken. The misinformation appeared to be essentially a managerial issue between GWUHP and its regulators, and the press.
- 5) The on-going Faculty Senate debate on revisions as to sexual harassment regulations and protections, and the administrative process in regard to such complaints, was discussed briefly through reports by Senators and administrators, e.g., to touch upon the issue of whether promotion decisions might be unfairly affected if information from confidential investigatory files were used by departmental or school administrators without full disclosure and an opportunity to explain or respond by the subject faculty member.
- 6) An informal discussion of the issue of disparities as to faculty compensation by rank, a)

as to disparities among schools; and b) as to disparities among departments within a school was conducted by a special committee. Reports on this work to the ASPP were made by the Vice President for Academic Affairs and by Phil Wirtz, a member of the special committee. Phil Wirtz, Bill Griffith, Maxine Freund, Annie Woolridge and Margaret (Peggy) Cohen prepared a final report on the work of this special committee (not an ASPP subcommittee) and it was presented to the Faculty Senate by members of that special committee. This study included a broad survey of faculty compensation within GWU, using a regression line as a reference point and referring to the deans of the various schools all individuals whose compensation was significantly below the statistical norm. The dean's evaluation was then reviewed by the special committee and recommendations made. The report preserved the confidentiality of individual personnel data.

- 7) Vice President Lehman recently received an inquiry from a chair of a department, asking whether the present policy on leave for medical reasons should be extended to pregnancies or otherwise modified in regard to pregnancies. Vice President Lehman's response noted that the present policies appear at page 2.12 in the Faculty Handbook, and the following language from the Faculty Code, page 6, section 3.1 b) 3) appears to govern, "Leaves for study toward a degree, leaves for military or for personal reasons, and defense leave shall not be included in this period. A partial leave for family or medically related purposes of sufficient duration may justify an appropriate partial extension of the probationary period." The present policy appears to be not to stop the tenure clock for pregnancies, unless the pregnancy is complicated by medical issues resulting in a documented problem pregnancy or birth process that necessitates special medical treatment prior to or after the pregnancy, which conforms to the special leave for medically related purposes noted above. The ASPP committee members should give some thought to this, inquire as to special cases to their knowledge and be prepared to suggest specific changes and/or the appointment of a subcommittee to study these issues and return with explicit recommendations. This issue and other aspects of the "tenure clock" suspensions were reviewed and discussed at length with the Vice President for Academic Affairs.
- 8) Inquiries were made of the administration in regard to protections afforded faculty at Mt. Vernon and as to the pending lawsuit. Vice President Lehman reviewed the university's situation in regard to the handling of these issues with the ASPP Committee.
- 9) The Office of the Vice President for Academic Affairs made a preliminary report of its findings in regard to the annual review of GWU appointments, tenure awards and promotions of minorities and women. The report was made to the Faculty Senate by the Vice President and his officers.
- 10) John Boswell raised the issue as to whether or not a special subcommittee should be appointed to review contracts, half-time appointments and other incentives and alternatives as to teaching and research available for faculty past the age of 70. Several members of the ASPP Committee indicated an interest in serving on such a committee.

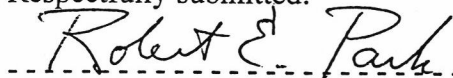
Professor Gerald Johnston of the law faculty and Prof. Griffith, chair of the Fiscal Planning & Budgeting Committee indicated an interest in this. Prof. Greg Ludlow offered to serve and it is anticipated that this committee will begin its activities in the fall term of 2001.

- 11) Associate Vice President Kaplan reported to the Committee about some administrative problems that had arisen with Blue Cross/Blue Shield in regard to drug card coverage. These problems have been identified and resolved. It was suggested that faculty must anticipate that some problems arise in any large, complex benefits system and that members must counsel colleagues to be prepared to contact Human Resources to assure that full entitlements and benefits are being received. Approximately 150 dependents had to have their prescription coverage reinstated, and about 50 people had not had their deductibles properly coded. As of Vice President Kaplan's report, Blue Cross was writing each of them. **Members of the ASPP Committee were urged to let the committee know of any complications they or members of their departments might encounter, or report them to the Office of Human Resources, or Asst. Vice President Susan Kaplan.** The only way the system can be made to function efficiently to maximize your benefits is to have people use the oversight process. If anyone has continuing problems with prescription coverage, they should contact Mamie Roberson in the Benefits Division (4-4486). A more detailed account of the two problems was developed by V.P. Kaplan in her e-mail to the Committee, and are quoted here: "First, some dependents were dropped from prescription coverage. These individuals should be reinstated (retroactive to January 1) and there should be no ongoing problems. If anyone paid full price for dependents' prescriptions, they should submit the receipts to Blue Cross for reimbursement. They should remember, however, that, if they have not met the new \$100 deductible, the prescription will still cost them more than the \$5 or \$10 co-pay. Second, some covered individuals were not coded to require the \$100 deductible. So, for example, when I had my first prescription of the year filled, it cost me only \$5, instead of the about \$35 I should have been charged. This, too, is being corrected. My deductible (and that of other people who had the same miscoding) will begin to accrue when I fill my next prescription."
- 12) It was suggested to the Committee that they use of a new rule for managing benefits issues. It was called the "3 or 4" rule. If a colleague has a benefits problem, and if you have not been able to get it straightened out or explained to your satisfaction in 3 or 4 phone calls or contacts with the provider, please call Human Resources. There is no way to make the system work unless feedback reveals the problems the subscribers are having. There is no reason to spend hours of your time or long periods of time getting a benefits issue resolved. **Remember, if 3 or 4 calls doesn't clear it up, call Human Resources, or request that your ASPP member do so..**
- 13) *Metrochek* for GW was made effective on March 1, 2001. This is a pre-tax transportation benefit that permits employees to set aside \$ 60 / month on a pre-tax basis, similar to the FlexFund program. Metro gives a 10% bonus, so the \$ 60 buys \$ 66. of transportation. These benefits were explained to the Committee by a special flyer that answered

frequently asked questions, and the Committee was asked to share this with colleagues.

- 14) Vice President Kaplan explained to the Committee its new website at <http://www.gwu.edu/~hrs/>.
- 15) Professor Arthur Kirsch raised the issue with Human Resources of the need for a medical insurance payment reminder system for retirees who would not have their payments deducted from paychecks. The administration agreed to work out some kind of plan for this service.
- 16) Vice President Kaplan explained to the Committee new offerings in **Critical Care Insurance** and **Prepaid Legal Services**. These would be voluntary, supplemental programs that would not be subsidized by the university, but which the university had added to voluntary benefits options for employees of the university.
- 17) Professor Park and Ms. Stewart followed up an inquiry from library staff about benefits review for professional staff. Ms. Stewart discussed the issues with University Librarian Jack Siggins. The recommendation to the ASPP Committee was that there was no need for a separate review of these benefits at this time, but that the ASPP's willingness to support the professional librarian's interests and benefits was appreciated.
- 18) An issue of the failure of TIAA/CREF to record employee payments on a timely basis was reviewed by Human Resources at the request of the Committee.

Respectfully submitted:

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Robert E. Park, Chair

**Fiscal Planning & Budgeting Committee
of the Faculty Senate**

ANNUAL REPORT: 2000-01

The Fiscal Planning and Budgeting (FP&B) Committee met on roughly a monthly basis during the academic year. The principal work-product of the Committee consisted of two reports to the Faculty Senate during the term:

(1) "The FP&B Annual Report for 1999-2000", presented in September 2000, summarized and discussed briefly financial information and planning data largely drawn from the "FY00 Five Year Operating and Capital Budgets", focusing particularly on FY 2000 and 2001. This Report drew attention to the recent rapid rise in undergraduate student enrollment, as well as the sharp growth in debt-load resulting from the University's extensive building campaign, as factors significantly impacting the University's current financial position and future prospects.

(2) A "Summary of a Cost-Benchmark Study", prepared by Prof. John Kwoka, was presented to the Faculty Senate in January, 2001. This Report compared GWU's overall total as well as the main components of its "educational and general" expenditures with those at 120 Research I and II universities for the years 1995-96 and 1996-97. Among the significant results to emerge from these statistical comparisons were GWU's markedly less-vigorous funding levels for instruction and libraries. The full Report, "Library and Administrative Expenditures at George Washington University" (as presented to the FP&B Committee) was made available to the faculty on the Web.

In other actions, the Committee decided to depart from practice in previous years and not to attach to this 2000-01 Annual Report a summary of the FY01 Five-Year Operating and Capital Budgets, data which had been shared with the Committee after its presentation to the Board of Trustees in May 2000. Rather, it was agreed, it would make more sense to await the new FY02 Five-Year Budgets that will be released after presentation to the Trustees in May 2001. We could then report to the Senate in Fall '01 on actual experience for FY 01 and budget projections for FY02. Thus the data and information made available to the Senate and faculty would be more current than under present practice. The Committee therefore committed to preparing, as its first item of business in the next term, an updated report on the FY02 Five Year Budgets for presentation to the Senate in the fall term.

As in past years, the Committee reviewed a large amount of financial and planning data as it looked into various topics, notably including the financial arrangements for "GW Solutions", the business component formed in parallel with the College of Professional Studies; budgetary implications of planned expansion of the University Honors Program; and the implications of establishment of a new "revenue sharing model" for programs and schools. Further, two subcommittees were established jointly with other standing committees: one with the Educational Policy Committee (Professors Packer and Youens) to study the adequacy of planning for additional class-room space to meet rapidly growing undergraduate enrollments; another with the Athletics and Recreation Committee (Professors Griffith and Mergen) to review the budgetary implications of bringing the Health & Wellness Center on line, allocating the use of the Smith Center to varsity athletics, and investing significantly in athletic fields at MVC.

Annual Report: Fiscal Planning & Budgeting Comm. '00-'01, p.2

The following are items on which the Committee has not yet completed work and are listed here as "continuing business" for next term's Committee:

- 1) Preparation of a report on FY02 Operating and Capital Budgets.
- 2) Continued participation in the two joint subcommittees mentioned above, with Educational Policy and Athletics, on classroom space and subvention of athletics.
- 3) Continued review of financial data and planning for the new College of Professional Studies/GW Solutions.
- 4) Further investigation of the new "net revenue sharing models", which may threaten financial incentives for entrepreneurial programs by holding them hostage to the attainment of established budgetary revenue-goals of the schools.
- 5) Exploration of the usefulness of a "Quality Improvement Priority Matrix" (proposed for consideration by Prof. Umpleby).

The Committee thanks Vice President Lehman (Academic Affairs) and Associate Vice President Boselovic (Treasurer's Office) for their extensive cooperation. The Chair adds his thanks to faculty members of the Committee for their willing cooperation during the year.

Respectfully submitted for the Committee:


William B. Griffith, Philosophy, Chair

FACULTY MEMBERS OF THE COMMITTEE:

E. Cherian, Management Science, SBPM
D. Karcher, Pathology, SMHS
J. Kwoka, Economics, CSAS
R. Lang, Electrical and Computer Engineering, SEAS
R. Packer, Biological Sciences, CSAS
K. Smith, Accountancy, SPBM
S. Umpleby, Management Science, SBPM
R. Waters, Engineering Management, SEAS
J. Ahlgren, Medicine, SMHS

ADMINISTRATIVE MEMBERS:

G. Bass, Assoc. V.P., Med. Center
D. Boselovic, Assoc. V.P. - Finance
R. Chernak, V.P. Student & Acad. Support Services
L. Katz, V.P. and Treasurer
D. Lehman, V.P. for Academic Affairs
H. Harding, Dean, ESIA
J. Pelzman, Liaison from Exec. Cte of Faculty Senate
Jack Siggins, University Librarian
R. Whitaker, Assoc. V.P. - Acad. Development

REPORT OF THE EXECUTIVE COMMITTEE
September 14, 2001

Lilien F. Robinson

ANNUAL REPORTS - 2000-01 SESSION

The Chairs of Senate Standing Committees for the 2000-01 Session who have not yet submitted Annual Reports of their respective Committees are asked to do so for distribution with the minutes of today's meeting.

FACULTY ASSEMBLY MEETING

The Faculty Assembly will meet Tuesday, October 9, 2001, from 3:00-5:00 p.m. in the Marvin Center, Room 403, with a reception following in the Elliott Room 310. New members of the faculty will be introduced at the Assembly. There will be presentations by President Trachtenberg, Vice President Lehman, and a report of the Faculty Senate.

OTHER SENATE MATTERS

1. The Executive Committee has appointed Professor Carol H. Hoare and Professor Joseph Pelzman to the Advisory Council on Research; the administration has appointed Professor Edward Della Torre and Professor William Briscoe, members of the Advisory Council, to the Senate Research Committee.
2. Matters discussed and other actions taken by the Executive Committee:

Faculty Role in the Honors Program

In response to an inquiry by Professor Griffith, the role of the faculty with respect to the Honors Program was discussed with Vice President Lehman. He advised that a new Advisory Committee has been established by the administration. At the request of the Executive Committee, Professor Paul B. Duff, Chair of the Senate Educational Policy Committee, has also been appointed to this Advisory Committee. Vice President Lehman also indicated that an academic review of the Honors Program has been scheduled for this year. It should also be noted that Professor Peter Rollberg has been appointed as Director of that Program.

Issue of Tenure-Accruing Faculty and Non-Tenure Accruing Faculty

The Executive Committee received a communication from

Professor Edward Cherian raising questions with respect to non-tenure accruing faculty. These include the percentage of non-tenure accruing faculty, current practices with respect to re-appointment and promotion as well as limitations on this group's participation in University governance. This matter has been referred to the Professional Ethics and Academic Freedom Committee and the Appointment, Salary and Promotion Policies Committee with a request that a joint subcommittee be formed to consider the questions raised and recommend Senate action, as appropriate.

The Senate's Role with Respect to Part-Time Faculty Issues

A matter raised at the May Senate meeting was the question of what role should the Faculty Senate play with respect to part-time faculty. This question also has been referred to the Professional Ethics and Academic Freedom Committee and the Appointment, Salary and Promotion Policies Committee with a request that this issue likewise be studied by a joint subcommittee.

The University and Sweat Shop Labor Products

In response to an inquiry raised at the May Senate meeting about GWU and sweat shop labor products, the Executive Committee discussed the matter with President Trachtenberg. The Committee's understanding is that no items made under sweat shop conditions are sold in the University Bookstore. Further, that supplier and trademarks company code of conduct information is posted on the Gwired Student Network. A press release from the University Relations Online Media Guide, issued April 2, 2001, affirms the University's strong support of anti-sweatshop initiatives.

ANNOUNCEMENTS

An updated membership list of Senate Standing Committees will be distributed with the minutes of the September meeting. This list will reflect any changes in membership since May, 2001.

The next meeting of the Executive Committee has been scheduled for Friday, September 21. Any items of business for the October 12th Senate agenda should be received by the Executive Committee before September 21st.

10/29/01

FACULTY SENATE COMMITTEES
2001-02 Session

STANDING COMMITTEE CHAIRS*
2001-02

EXEC. CTE.
LIAISON

- | | | |
|-----|---|----------|
| 1. | ADMISSIONS POLICY, STUDENT FINANCIAL AID, AND
ENROLLMENT MANAGEMENT
Chair: Professor Murli M. Gupta | West |
| 2. | APPOINTMENT, SALARY, AND PROMOTION POLICIES
Chair: Professor Emmet Kennedy | West |
| 3. | ATHLETICS AND RECREATION
Chair: Professor Bernard M. Mergen | Johnston |
| 4. | EDUCATIONAL POLICY
Chair: Professor Paul B. Duff | Robinson |
| 5. | FACULTY DEVELOPMENT AND SUPPORT
Acting Chair: Professor Ginger Smith | Glascok |
| 6. | FISCAL PLANNING AND BUDGETING
Chair: Professor William B. Griffith | Pelzman |
| 7. | HONORS AND ACADEMIC CONVOCATIONS
Chair: Professor Michael S. Castleberry | Zaghloul |
| 8. | LIBRARIES
Chair: Professor Gregory Maggs | Simon |
| 9. | PHYSICAL FACILITIES
Chair: Professor Salvatore F. Divita | Zaghloul |
| 10. | PROFESSIONAL ETHICS AND ACADEMIC FREEDOM
Chair: Professor Arthur E. Wilmarth, Jr. | Johnston |
| 11. | RESEARCH
Chair: Professor Carol H. Hoare | Glascok |
| 12. | UNIVERSITY AND URBAN AFFAIRS
Acting Chair: Professor Kathleen Steeves | Robinson |
| 13. | JOINT COMMITTEE OF FACULTY AND STUDENTS
Co-Chair, Professor David W. McAleavey | Pelzman |

*Member of the Senate

MEMBERS OF THE FACULTY SENATE COMMITTEES
2001-02 Session

Executive Committee

Smith Hall 112	Lilien F. Robinson (CSAS), Chair	4-7094
LisnerH 540B	John L. Glascock (SBPM)	4-7667
Law Libr. 515	Gerald P. Johnston (GWLS)	4-9471
Funger 632	Joseph Pelzman (ESIA)	4-7108
ACC 5 -419	Gary L. Simon (SMHS)	4-4717
2134 G St. 306	Lynda L. West (GSEHD)	4-1533
Phillips - 6 th Fl.	Mona Zaghoul (SEAS)	4-3772
Rice, 8 th Floor	Stephen J. Trachtenberg, President (ex officio)	4-6500

ADMISSIONS POLICY, STUDENT FINANCIAL AID, AND ENROLLMENT MANAGEMENT

*Chair: Gupta, Murli M., Mathematics

Huve, Gerard, Romance Languages and Literatures

Malone, Paul, Emeritus, Management Science

Pittori, Peter, Forensic Science

Rong, Yongwu, Mathematics

ex officio:

Beil, Cheryl, Director of Academic Planning and Assessment

Chernak, Robert A., Vice President for Student and Academic Support Services

Daly, Suzzane, Student Liaison

Geyer, Dennis L., Registrar

Lehman, Donald R., Vice President for Academic Affairs

Napper, Kathryn, Director of Admissions

Rypkema, Geri, Director, Fellowship and Graduate Student Support

Small, Daniel, Director of Student Financial Assistance

*West, Lynda L., Executive Committee Liaison

Williams, Kristin, Director, Graduate Enrollment Support Services

*Member of the Senate

APPOINTMENT, SALARY, AND PROMOTION POLICIES, (INCLUDING FRINGE BENEFITS)

*Chair: Kennedy, Emmet, History
Abravanel, Eugene, Psychology
Galston, Miriam, Law
*Gupta, Murli M., Mathematics
Hill, Peter P., Emeritus, History
Kirsch, Arthur, Emeritus, Statistics and Psychology
Lamb, Tammy J., Radiology
Ludlow, Gregory, Romance Languages and Literatures
Rau, Pradeep, Marketing
Skelton, M.A., Health Sciences
Wirtz, Philip W., Management Science

ex officio:

Kaplan, Susan, Associate Vice President for Human Resources
Katz, Louis H., Vice President and Treasurer
Lehman, Donald R., Vice President for Academic Affairs
Sarkani, Shahram, Associate Dean, SEAS
Stewart, Andrea W., Director, Gelman Library Administration
*West, Lynda L., Teacher Preparation and Special Education, Executive Committee Liaison

ATHLETICS AND RECREATION

*Chair: Mergen, Bernard M., American Studies
Lanthier, Richard, Counseling
McHugh, Patrick, Management Science
Paup, Donald C., Prevention & Community Health
Regnell, Joan, Speech & Hearing
Rowley, David A., Chemistry
*Thornton, Richard, IERES
Toftoy, Charles, Management Science

ex officio:

Caress, Edward A., Executive Associate Dean, CSAS
Chernak, Robert A., Vice President for Student and Academic Support Services
Hueller, Molly, Student Liaison
*Johnston, Gerald P., Executive Committee Liaison
Jones, Aubre, Director of Recreational Sports and Fitness Services
Kvancz, Jack, Director of Athletics and Recreation
Warner, Mary Jo, Senior Associate Director of Athletics and Recreation
Young, Michael K., Dean, Law

*Member of the Senate

EDUCATIONAL POLICY

*Chair: Duff, Paul B., Religion
Churchill, Paul, Philosophy
Dasgupta, Subhasish, Management Science
Malone, Paul, Emeritus, Management Science
Manzari, Majid T., Engineering
Margolis, Gregg, Emergency Medicine
McGraw, Stephen, Health Care Sciences
Plotz, Judith, English
Turley, Catherine, Health Care Sciences

ex officio:

Beil, Cheryl, Director, Academic Planning and Assessment
Bezanson, Debbie, Acting AUL for Public Services, Gelman Library
Chernak, Robert A., Vice President for Student and Academic Support Services
Futrell, Mary H., Dean, GSEHD
Geyer, Dennis L., Registrar
Lehman, Donald R., Vice President for Academic Affairs
Napper, Kathryn, Director of Admissions
Resler, Catherine, Student Liaison
*Robinson, Lilien F., Art, Executive Committee Liaison
Sigelman, Carol, Associate Vice President for Research and Graduate Studies
Small, Daniel, Director of Student Financial Assistance
Stebelman, Scott, Research Librarian, Gelman Library

FACULTY DEVELOPMENT AND SUPPORT

*Acting Chair: Smith, Ginger, Tourism & Hospitality Management
Bagchi, Prabhir, Business Administration
Frank, Natalie, Psychology
Mazur, Amy, Teacher Preparation & Special Education
Palant, Carlos, Medicine
Steiner, Carl, Emeritus, German

ex officio:

*Glascock, John L., Finance, Executive Committee Liaison
Houck, Janice, Acting EIG Coordinator, Gelman Library
Jackson, Rebecca, Gelman Library
Linebaugh, Craig, Associate Vice President for Academic Planning and Special Projects
Rogers, Thomas A., Jr., Director, Human Resources Services

*Member of the Senate

FISCAL PLANNING AND BUDGETING

*Chair: William B. Griffith, Philosophy
Cherian, Edward J., Management Science
Kwoka, John, Economics
Lang, Roger, Engineering
Packer, Randall, Biological Sciences
Stipek, Gretchen, Radiology
Umpleby, Stuart, Management Science
Waters, Robert C., Engineering Management

ex officio:

Bass, Gerald H., Associate V.P. for Health Economics, Medical Center
Boselovic, Don, Associate Vice President for Finance
Chernak, Robert A., Vice President for Student and Academic Support Services
Harding, Harry, Dean, Elliott School of International Affairs
Katz, Louis H., Vice President and Treasurer
Lehman, Donald R., Vice President for Academic Affairs
*Pelzman, Joseph, Executive Committee Liaison
Siggins, Jack, University Librarian
Whitaker, Roger, Associate Vice President for Academic Development and Continuing Education

HONORS AND ACADEMIC CONVOCATIONS

*Chair: Castleberry, Michael S., Special Education
Regnell, Joan, Speech and Hearing
Sullivan, Patricia, Exercise Science
Wade, Alan, Theatre/Dance

ex officio:

Anderson, G. David, University Archivist, Gelman Library
Cussamano, Laura, Student Liaison
Freedman, Michael, Vice President for Communications
Cussamano, Laura, Student Liaison
Holland, Sandy H., University Relations
Kasle, Jill F., University Marshal
Lehman, Donald R., Vice President for Academic Affairs
*Zaghloul, Mona, Engineering, Executive Committee Liaison

*Member of the Senate

LIBRARIES

*Chair: Maggs, Gregory, Law
Cook, Patrick, English
Doroslovacki, Milos, Engineering
Harizanov, Valentina, Mathematics
Kennedy, Robert E., History
King, James C., Emeritus, German
Kwak, Young, Management Science
Newhauser, Karen, Finance
Nimer, Benjamin, Emeritus, Political Science
Toftoy, Charles, Management Science

Ex officio:

Bader, Shelley A., Director, Medical Library
Lehman, Donald R., Vice President for Academic Affairs
Noor, Ali, Student Liaison
Pagel, Scott B., Librarian, Law Library
Siggins, Jack, University Librarian
*Simon, Gary L., Medicine, Executive Committee Liaison
Sterling, Christopher, Associate Dean for Graduate Studies, CSAS

PHYSICAL FACILITIES

*Chair: Divita, Salvatore, Marketing
Junghehn, Hugo, Mathematics
Lipscomb, Diana, Biological Sciences
Marie L. Kennedy (Dr. Levy), Anesthesiology
Sabelli, Bradley, Theatre/Dance

ex officio:

Eusebe, Ingrid, Manager, Fiscal Operations and Chair, Space Committee, Gelman Library
Katz, Louis H., Vice President and Treasurer
Linebaugh, Craig, Associate Vice President for Academic Planning and Special Projects
Lyons, Roger, Executive Director, Facilities
Posner, Ben, Student Liaison
*Zaghloul, Mona, Executive Committee Liaison

*Member of the Senate

PROFESSIONAL ETHICS AND ACADEMIC FREEDOM

- *Chair: Wilmarth, Arthur E., Jr., Law
 - Darr, Kurt, Health Sciences Management and Policy
- *Gallo, Linda L., Biochemistry and Molecular Biology
 - Goodenough, David, Radiology
 - Green, Colin, Teacher Preparation & Special Education
- *Harrington, Robert J., Engineering
 - Kahn, Walter K., Engineering
 - Robinson, David, Law
- *Simon, Gary, Medicine

ex officio:

- Folkerts, Jean, Interim Dean, Columbian College
- Linebaugh, Craig, Associate Vice President for Academic Planning and Special Projects
- *Johnston, Gerald P., Law, Executive Committee Liaison
 - Pankin, Mary Faith, Librarian, Collection Management Services
 - Weitzner, Richard, Associate General Counsel
 - Young, Michael K., Dean, Law

RESEARCH

- *Chair: Hoare, Carol H., Human Development
 - Berman, Barry L., Physics
- +Briscoe, William, Physics
- +Della Torre, Edward, Engineering
 - Eom, Kie, Engineering
 - Kubrin, Charis, Sociology
 - Loew, Murray, Engineering
 - Marotta, Sylvia, Counseling
 - Parenti, David, Medicine
 - Przytcki, Josef, Mathematics
 - Serich, Scott, Management Science
 - Spernak, Stephanie, Health Services Management & Policy
 - Windsor, Richard, Prevention & Community Health

ex officio:

- Barthell, Dan, Gelman Library
- *Glascock, John L., Finance, Executive Committee Liaison
 - Ladisch, Stephan, Director, GWU Institute of Biomedical Sciences
 - Tong, Timothy W., Dean, SEAS
 - Sigelman, Carol, Associate Vice President for Research and Grad. Studies

+Representatives from Advisory Council on Research

*Member of the Senate

UNIVERSITY AND URBAN AFFAIRS

Acting Chair: Steeves, Kathleen, Teacher Preparation & Special Education
Captain, Yvonne, Romance Languages & Literatures
Freund, Maxine, Teacher Preparation & Special Education
Carruth, Reba, Strategic Management & Public Policy
Griffin, Jennifer, Strategic Management & Public Policy
Nashman, Honey, Sociology
Squires, Gregory D., Sociology
Umpleby, Stuart, Management Science

ex officio:

Bennicasa, Carl, Student Liaison
Betts, Keith, Executive Director, Alumni Relations
Cannaday, Rob, Counselor, Multicultural Student Services
Demczuk, Bernard, Assistant V.P. for District of Columbia Affairs
Enriquez, Christine, GW Health Plan
Henderson, Francine, Head, Special Collections, Gelman Library
Katz, Louis H., Vice President and Treasurer
Matsumoto, Amiko, Director, Office of Community Service
*Robinson, Lilien F., Art, Executive Committee Liaison
Robinson, Sammie, Associate Director, Undergraduate Admissions
Phillips, Susan M., Dean, School of Business and Public Management

*Member of the Senate

The following Committee is not a Standing Committee of the Faculty Senate, but is listed for your information:

JOINT COMMITTEE OF FACULTY AND STUDENTS

Faculty Members:

*Co-Chair, McAleavey, David W., English
Beck, Sylven, Teacher Preparation and Special Education
Carayannis, Elias, Management Science
Ismail, Catheej, Radiology
Mosier, William A., Health Care Science
Pittori, Peter, Forensic Science TO BE APPOINTED
Yeide, Harry, Religion

ex officio:

Beaulieu, Adrian, Director of International Programs, ESIA
Beil, Cheryl, Director of Academic Planning and Assessment
Chernak, Robert A., Vice President for Student and Academic Support Services
Clayton, La Nina, Public Services Librarian, Special Collections, Gelman Library
Donnels, Linda, Dean of Students
Gargano, Michael, Assistant Vice President for Student and Academic Support Services
Folkerts, Jean, Dean, Columbian College
*Pelzman, Joseph, Economics, Executive Committee Liaison
Wilson, Robert J., Assistant Director, Education Services, University Counseling Center
Wooldridge, Annie B., Assistant Vice President

Student Members:

Co-Chair, Latwin, Liz
Bakhru, Vikram
Beppu, Jennifer
Cohen, Jessica
Conroy, Fiona
Desai, Rishi
Pelligrino, Mike

ex officio:

Kapoor Roger, President, GW Student Association
Singer, Josh, Executive Vice President, GW Student Association

*Member of the Senate

THE GEORGE WASHINGTON UNIVERSITY
Washington, DC

The Faculty Senate

September 4, 2001

**The Faculty Senate will meet on Friday, September 14, 2001, at 2:10 p.m.,
in Room 310 in the School of Media and Public Affairs, 805 21st Street, NW* (PLEASE
NOTE CHANGE OF MEETING PLACE.)**

AGENDA

1. Call to order

2. IN MEMORIAM:

**Marie Mullaney Cassidy, Professor of Physiology and Experimental
Medicine (by Professor Linda L. Gallo)**

**3. Approval of the minutes of the Special Meeting of April 27, 2001, and of the regular
meeting of May 4, 2001, as distributed**

4. Resolutions:

**(a) A RESOLUTION TO AMEND THE CODE OF ACADEMIC INTEGRITY (01/1);
Professor David W. McAleavey, Co-Chair, Joint Committee of Faculty and
Students (Resolution 01/1 attached)**

**(b) A RESOLUTION ON THE FACULTY STATEMENT CONCERNING
STUDENTS WITH DISABILITIES (01/2); Professor Paul B. Duff, Chair,
Educational Policy Committee (Resolution 01/2 attached)**

5. Introduction of resolutions

**6. Update on the GW Health Plan by John F. Williams, Jr., Vice President for Health
Affairs and Dean of the School of Medicine and Health Sciences**

**7. Update on the College of Professional Studies by Donald R. Lehman, Vice President for
Academic Affairs**

**8. Response of Administration to Senate Resolutions-2000-01 Session (Administration's
Response attached)**

9. General Business:

(a) Report of the Executive Committee: Professor Lilien F. Robinson, Chair

- (b) 2000-01 Annual Reports of Senate Standing Committees: Professional Ethics and Academic Freedom, Administrative Matters, Joint Committee of Faculty and Students, and University and Urban Affairs (reports attached)

10. Brief Statements (and Questions)

11. Adjournment


Dennis L. Geyer
Secretary

A RESOLUTION TO AMEND THE CODE OF ACADEMIC INTEGRITY (01/1)

WHEREAS, the Joint Committee of Faculty and Students and the Associate Vice President for Academic Planning and Special Projects, expected to review the Code of Academic Integrity at least every five years (see Article IV.2.c), have now done so (since 2000-2001 marks the fifth year of the operation of the Code); and

WHEREAS, while the primary conclusion of the five-year review is that the Code of Academic Integrity is functioning reasonably smoothly and does not need a major overhaul, nonetheless small changes are needed to improve the efficacy of the Code; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty Senate adopt the following amendments to the Code of Academic integrity recommended by the Joint Committee of Faculty and Students (see attached rationale):

(1) In Article III. 3(b)1: replace the phrase "full-time students" with "students registered for at least three credit hours"; and

(2) In Article III. 5(e): replace "All sanctions except failure of the assignment in question" with "Sanctions of failure of the course, suspension, or expulsion"; and

(3) In Article III. 5(e): insert the phrase "and official transcripts of it" following the phrase "permanent record" in the first sentence; and

(4) In Article III. 5(e): insert the word "permanent" before the word "record" in the second and third sentences of this paragraph; and

(5) In Article III. 5(e): insert the following sentences before the final sentence of the paragraph: "In cases when the notation of 'Academic Dishonesty' has been removed from a student's permanent record, all miscellaneous files, memoranda, letters, and the like pertinent to the case and available to the Academic Integrity Officer are to be destroyed. All similar records pertinent to the case of a student whose only punishment has been failure of an assignment shall also be destroyed upon the student's graduation, or after one year of the student's termination of study at the University, whichever comes first."

AND BE IT FURTHER RESOLVED THAT the administration be reminded of its responsibility, as stated in Article IV. 2(a), to make annual reports to a number of committees, including the Joint Committee of Faculty and Students, the Board of Trustees Academic Affairs Committee, and the Faculty Senate Educational Policy Committee, regarding the work of the Academic Integrity Council.

Joint Committee of Faculty and Students
March 30, 2001

RATIONALE FOR THE AMENDMENTS TO THE CODE OF ACADEMIC INTEGRITY AS RECOMMENDED BY THE JOINT COMMITTEE OF FACULTY AND STUDENTS

1. Article III, 3(b)1: replace the phrase "full-time students" with "students registered for at least three credit hours."

This amendment would allow part-time degree candidates to be eligible for inclusion on the Academic Integrity Council. The revised criterion statement would read: "1) must be students registered for at least three credit hours in a degree-granting program of the School which they are representing." The Joint Committee and the University's Academic Integrity Officer have not found a convincing justification for continuing to keep part-time students from participating, if they wish to. Some part-time graduate students have sought to become members of the Academic Integrity Council, and their service would have been welcomed, had they been eligible. On the other hand, students on leave of absence or Continuous Registration status should not serve.

2. Article III, 5(e): replace "All sanctions except failure of the assignment in question" with "Sanctions of failure of the course, suspension, or expulsion."

This change removes any ambiguity as to which sanctions will trigger the placement of the notation of Academic Dishonesty on the permanent record. The altered sentence would read: "Sanctions of failure of the course, suspension, or expulsion shall be marked on the respondent's permanent record with the phrase 'Academic Dishonesty.'"

3. Article III, 5(e): insert the phrase "and official transcripts of it" following the phrase "permanent record" in the first sentence.

At present, the referent for "permanent record" may seem unclear; we believe the intention of the Code has always been to identify the official record of courses taken and credits, grades, and degrees earned (which, when printed out, is commonly known as the transcript), as opposed to miscellaneous files, memoranda, letters, and the like, as the permanent record of the student. Emphasizing the identity between the contents of the permanent record and the contents of official transcripts will clarify the precise nature of whatever punishment the University imposes on those who have been found guilty of an infraction of the Code of Academic Integrity. The altered sentence (already altered in the previously proposed revision) would read (addition underlined): "Sanctions of failure of the course, suspension, or expulsion shall be marked on the respondent's permanent record and official transcripts of it with the phrase 'Academic Dishonesty.'"

4. Article III, 5(e): insert the word "permanent" before "record" in the second and third sentences of this paragraph.

Again, the goal is to leave no doubt as to the intended location of notations imposing sanctions against those found guilty. The altered sentences would read: "In the case of failure of the course, the notation shall remain on the permanent record of the respondent for a minimum of two years. In the case of suspension or expulsion, the notation shall remain on the permanent record of the respondent for a minimum of three years."

5. Article III, 5(e): Insert the following sentences before the final sentence of the paragraph: "In cases when the notation of 'Academic Dishonesty' has been removed from a student's permanent record, all miscellaneous files, memoranda, letters, and the like pertinent to the case and available to the Academic Integrity Officer are to be destroyed. All similar records pertinent to the case of a student whose only punishment has been failure of an assignment shall also be destroyed upon the student's graduation, or after one year of the student's termination of study at the University, whichever comes first."

The Code of Academic Integrity obviously envisions sanctions placed on students' permanent records for limited periods; to avoid extending those sanctions indefinitely, it is necessary to provide a mechanism for the removal of non-permanent documents which now continue to incriminate students beyond the scope of what the Code intends. The notion behind this amendment is that once there are no longer any records of a violation, the Academic Integrity Officer will have nothing to report when asked about the existence of such records by individuals or organizations permitted by students or by law to make such inquiries. It is our contention that the Code of Academic Integrity intends to limit temporally the punishment inflicted on students; therefore, to comply with our policy we must ensure that punishment is limited. Note, however, that the final sentence of this paragraph -- which we do not recommend altering -- permits "any program, department, college or school of the University" to retain "records of violations" and to report "violations as required by their professional standards."

And be it further resolved, that the Administration be reminded of its responsibility, as stated in Article IV, 2(a), to make annual reports to a number of committees, including the Joint Committee of Faculty and Students, the Board of Trustees Academic Affairs Committee, and the Faculty Senate Educational Policy Committee, regarding the work of the Academic Integrity Council.

The Joint Committee plans to use the annual occasion of these reports to release information about violations of the Code of Academic Integrity to such campus media as *By George!* and *The GW Hatchet*, in the belief that informing the faculty and the student body about the nature and number of infractions, and the sanctions applied, would heighten awareness of the usefulness of the Code as a way of strengthening our collective integrity.

Adopted by the Joint Committee of Faculty and Students, March 30, 2001

A RESOLUTION ON THE
FACULTY STATEMENT CONCERNING STUDENTS WITH DISABILITIES (01/2)

WHEREAS, the Rehabilitation Act of 1973, section 504 mandates that:

No otherwise qualified individual with disabilities in the United States ... shall, solely by reason of his/her disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance; and

WHEREAS, the Americans with Disabilities Act of 1990 extends this mandate to include all facilities and activities of organizations receiving federal financial assistance; and

WHEREAS, the Faculty of the George Washington University recognizes that (1) the university is subject to the foregoing requirements of federal law, and (2) providing reasonable accommodation to students with disabilities is a responsibility to be shared among faculty, administration, and students;

NOW THEREFORE BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY THAT:

The Faculty Senate endorse the Faculty Statement Concerning Students with Disabilities as recommended by the Educational Policy Committee.

Committee on Educational Policy
May 31, 2001

Faculty Statement Concerning Students With Disabilities

Section 504 of the Rehabilitation Act of 1973 provides that:

No otherwise qualified individual with disabilities in the United States ... shall, solely by reason of his/her disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.

The Americans with Disabilities Act of 1990 (ADA) upholds and extends the compliance mandates set forth in Section 504 of the Rehabilitation Act of 1973 to include the whole of the institution's activities including facilities, programs, and employment. Consistent with its obligations under applicable law and in accordance with University policies and procedures, The George Washington University will provide or arrange for reasonable accommodations to a qualified student with a disability in order to afford him/her an equal opportunity to participate in the institution's programs, activities, and services (including University-sponsored extracurricular activities). The George Washington University recognizes that it may not unlawfully discriminate against an individual on the basis of disability.

A student who believes that he or she has a disability that requires a reasonable accommodation should self-identify with the University's Office of Disability Support Services (DSS). To ensure the provision of reasonable and appropriate services, a student must present current and comprehensive documentation of a disability to DSS.

The faculty recognizes that the implementation of the applicable laws and University policies and procedures relating to students with disabilities is a responsibility to be shared among faculty, administrators, and students. As a result, the faculty of The George Washington University is committed to providing individuals with disabilities the opportunity to participate fully in the intellectual life of the university. It is incumbent on the student, however, to provide the professor in appropriate cases with a letter from Disability Support Services certifying that he/she has a disability and recommending reasonable accommodations. The faculty will then work together with the student and the DSS when appropriate to provide a reasonable accommodation. Faculty are encouraged to contact DSS if they have any questions regarding their obligations under the disability laws and/or University policy in general or in any specific case.



THE PRESIDENT

TO: Lilien F. Robinson
FROM: Stephen J. Trachtenberg
SUBJECT: 2000-01 Faculty Senate Resolutions
DATE: June 27, 2001

Lilien: I am responding to John Boswell's memorandum of April 30, 2001 providing a compendium of resolutions acted upon by the Faculty Senate during its 2000-01 session. As Professor Boswell requested, I am pleased to attach the response of the Administration to these resolutions for inclusion in the Faculty Senate Annual Report.

SJT/h

Attachment

cc+ John Boswell
Donald Lehman

RESOLUTIONS 2000-01 SESSION

Resolution No.	Date of Meeting	Title of Resolution	Action	Response of administration
(99/6)	5/5/00	A Resolution to Endorse the Policy and Procedures Governing Sexual Harassment Complaints	5/5/00 Adopted, as amended	Policy sent for outside professional review by lawyers specializing in these matters due to concerns about compliance with federal statutes and its general fairness owing to its applicability to the whole University community.
00/1	5/5/00	A Resolution Opposing the Special Fees for Majors in the Programs of the School of Media and Public Affairs	5/5/00 postponed; withdrawn 1/19/01	
00/2	10/13/00	A Resolution on Amending Resolution 99/2, "A Resolution to Amend the 1996 Faculty Code of The George Washington University"	10/13/00 Adopted, as amended	Approved by the Board of Trustees October 20, 2000
00/3	10/13/00	A Resolution Accepting with Approval the Report of the Joint Faculty/Administration Task Force on the Proposed College of Professional Studies	10/13/00 Adopted, as amended	Received and acknowledged.
00/4	1/19/01	A Resolution Requesting the University Administration to Take Appropriate Measures to Discourage Infringement by Students and Other Persons of Faculty Members' Intellectual Property Rights in Their Course Presentations	1/19/01 Adopted, as amended	Received and acknowledged.

(continued)

RESOLUTIONS 2000-01 SESSION

Resolution No.	Date of Meeting	Title of Resolution	Action	Response of administration
				There are 3 resolving clauses to this Resolution:
00/5	3/9/01	A Resolution with Respect to Action Taken by the University's Board of Trustees in Response to Resolution 99/2, "A Resolution to Amend the 1996 Faculty Code of The George Washington University"	3/9/01 Adopted, as amended	1) The Administration shared this Resolution with the Academic Affairs Committee of the Board of Trustees. They would be willing to consider any further suggestions for enhancing the subject of the Resolution that the Faculty Senate wishes to provide. 2) We concur. 3) This seems based on a misperception of what took place. No modifications were made to the Senate's submission.
00/6	4/13/01	A Resolution on the Revised Draft of the Sexual Harassment Policies and Procedures	Postponed 4/13/01	Postponed to Special Meeting on April 27, 2001
"	4/27/01	(same as above)	4/27/01 Adopted, as amended	In process.
00/7	4/13/01	A Resolution of Appreciation for Professor John G. Boswell	4/13/01 Adopted by acclamation	Great!

FACULTY SENATE
COMMITTEE ON PROFESSIONAL ETHICS AND ACADEMIC FREEDOM
ANNUAL REPORT
2000-2001

Chaired by Professors Robert Harrington (Fall Semester) and Lilien Robinson (Spring Semester), the Committee on Professional Ethics and Academic Freedom held four meetings.

The Committee brought two resolutions before the Faculty Senate. Both were approved and forwarded to the Administration.

Resolution 00/5 (Enclosed)

This Resolution addresses the action taken by the Board of Trustees in response to Resolution 99/2, which proposed revisions to the Faculty Code with respect to the grievance procedures. The Resolution had been approved by the Faculty Senate in October 1999.

Subsequent to the Faculty Senate's approval of Resolution 99/2 modifications were made to the grievance procedures document, without consultation with the Faculty Senate, by the office of University Counsel. The document was accepted by the Board of Trustees.

Resolution 00/5 requests that, in accordance with established procedures of shared governance, the Faculty Senate be provided an opportunity by the Board of Trustees to consider and make recommendations with respect to the changes made by University Counsel's office.

Resolution 00/6 (Enclosed)

This Resolution opposes the draft of the Sexual Harassment Policies and Procedures, as revised by a second external counsel employed by the Administration. These revisions were made to the draft as approved by the Faculty Senate on May 5, 2000 and transmitted to the Administration.

Resolution 00/6 was presented at the April Senate Meeting. However, discussion and action were postponed so that the Senate could review additional revisions made by outside counsel. As these changes were not distributed to the Faculty Senate until the April meeting faculty members did not have an opportunity to consider them.

At a special meeting convened on April 27, 2001 the Faculty Senate approved, with revisions, Resolution 00/6. The vote was unanimous with one abstention. The Resolution requests that the University President suspend acceptance of the revised draft and accept the May 5, 2000 document as recommended by the Faculty Senate. Further, it requests a redrafting of the document that would better procedural rights of respondents without discouragement of complainants.

The Committee began to address two other matters. These are being transmitted to the 2001-2002 Committee for consideration.

Policies and Procedures in the Medical Center: compliance with the Faculty Code

A subcommittee, chaired by Professor Kurt Darr, was formed to review current policies, in the context of the new organization of the Medical Center, with respect to compliance with the Faculty Code. Discussions have begun with the Dean of the School of Public Health and Health Services about its relationship to the Medical Center, Faculty Code compliance in general, and more specifically, tenure line allocations and tenure to non-tenure faculty ratio.

College of Professional Studies - Compliance with the Faculty Code

The Committee added to its agenda a review of the structure of the College of Professional Studies with respect to matters pertaining to faculty rights and responsibilities. This matter remains for consideration during the 2001-2002 term.

July 4, 2001

Respectfully submitted,



Lilien F. Robinson
Chair, Spring 2001

Members of the Committee:

Kurt Darr, Health Sciences Management and Policy
David Goodenough, Radiology
Robert Harrington, Engineering (Chair, Fall 2000)
George Jabbour, Finance
Diana Johnson, Biological Sciences
Gerald Johnston, Law
Walter Kahn, Engineering
David Robinson, Law
Gary Simon, Medicine

ex officio:

Lester Lefton, Former Dean, Columbian College
Craig Linebaugh, Vice President for Academic Planning
Mary Pankin, Librarian, Collection Management Services
Michael Young, Dean, Law School



DEPARTMENT OF ENGLISH

25 June 2001

MEMO TO: Doris D. Trone, Coordinator
Faculty Senate Activities

FROM: Christopher Sten

RE: Annual Report of the Committee on Administrative Matters as
They Affect the Faculty (2000-01 Session)

The Faculty Senate Committee on Administrative Matters as They Affect the Faculty did not meet during the academic year, 2000-2001.

JOINT COMMITTEE OF FACULTY AND STUDENTS

REPORT TO THE FACULTY SENATE

June 17, 2001

The JCFS met approximately once a month during the academic year; two subcommittees had additional meetings.

Routine business included approvals for the administration of the GW Award, and selection of student recipients of the Student Leadership Development Scholarships.

The JCFS submitted one resolution to the Faculty Senate, which should come before the Senate early in Fall 2001, regarding modifications to the Code of Academic Integrity. We also withdrew a previous year's resolution from the Faculty Senate, regarding the higher tuition being proposed for students in SMPA.

The JCFS discussed resolutions from the Student Association regarding (1) declaring Election Day a University holiday; and (2) recommending permitting Law and Medical school students to remain in the building slated for renovation at 2109 F St. NW. We also concluded discussions begun the previous year regarding procedures for selecting the University's Commencement student speaker. The JCFS responded to a proposal from the VPAA's office for a revised academic calendar, and heard various reports from the Student Association.

One subcommittee worked with Academic Integrity Officer (and now Registrar) Tim Terpstra on the mandated Five-Year Review of the Code of Academic Integrity, and its work is evidenced in the resolution submitted to the Senate; the other subcommittee attempted to address a variety of broad concerns about the quality of the GW undergraduate experience (overtaxed physical resources, etc.), and it produced no tangible results.

Respectfully submitted for the Committee,

David McAleavey, English

2000-2001 Annual Report University and Urban Affairs Committee

The University and Urban Affairs Committee of the Faculty Senate met ten times during the 2000-2001 academic year (August, September, October, November, January, February, March, April, May).

Our mission, to foster continued good relationships between the university, its Foggy Bottom neighbors and the greater Washington, DC metropolitan area, is enhanced by the membership of the committee that includes faculty, staff and students.

This year those attending included: Student: Carl Benincasa, Faculty: Honey Nashman, Maj. Patricia Hannigan, Lt. John Calvert (NROTC), Jennifer Griffin, Doug Maurer, Reba Carruth, Robert Moll, Susan Phillips (SBPM Dean), Susan Jones, Stuart Umpleby, Walter Brown, Yvonne Captain, Kathleen Steeves, and Administrators: Amiko Matsumoto, Berhard Demczuk, Francine Henderson, Joyce Javois, Keith Betts, Chris Kormis, Jane Lingo.

The committee focused on several areas this year, but also continued to discuss our mission and to refine its focus. Among the activities of the committee were:

Benefit Run: A proposal for a GW neighborhood benefit run had been approved by the Senate, but this committee did not have the expertise to develop the Run. A letter to President Trachtenberg was approved by the committee and forwarded to him in October seeking staff support for what was seen as a university event. President Trachtenberg suggested that such an event would need to be contracted outside the university and asked the committee to consider other options. Several members of the committee looked into outside funding, but the committee eventually decided that such an undertaking was beyond our capacity and we would not longer pursue that project.

Community Commitments: Students in one of Stuart Umpleby's course received input from the committee and then worked with Chris Kormis to develop a web site based on the Community Commitments Report. This was seen as a way to more broadly disseminate the information about GW's community activities and to more easily gather new information for the future. The site was outlined in the fall 2000 and was refined this year. Faculty representatives from each school reviewed the web material against the Commitments Report for content accuracy. The site will be finally edited in the fall and will become a link from the University Relations website. The committee also continues to work with Chris Kormis on gathering data for the next Commitments Report.

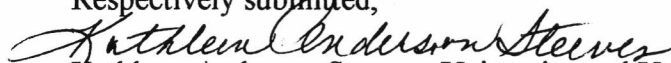
Campus Compact: Amiko Matsumoto introduced the idea of GW becoming a member of the Campus Compact, a consortium of universities involved in community service. The papers should be signed spring 2001 and the committee will discuss its role in the fall. The committee agreed that the chair of the UAUA would be the faculty contact on the compact, along with administrative representation.

Film Festival: A new initiative for the committee in 2001 is to explore the feasibility of a university film festival that would provide links with the Foggy Bottom and larger DC community. A sub-committee is addressing the issues and will report to the UAUA at the August 2001 meeting.

Communication: The committee also sees its role as a "clearing house" about community events. At each meeting, committee members announce community events and community concerns that can be shared with those in their schools. Also committee members receive the "GW In the News" mailings and the "GW Minute". Bernard Demczyk also makes sure that representatives of the committee are informed of and invited to events that GW sponsors with the DC community. The committee also heard a presentation by Irina Noaumova, Visiting Scholar, on the Alliance of Universities for Democracy,

The first meeting in the fall will focus on setting the agenda for the next year. The committee intends to continue to pursue the Film Festival investigation, but will also develop several short-term goals that can be reached within a semester or an academic year.

Respectively submitted,



Kathleen Anderson Steeves, University and Urban Affairs Committee
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